

HISPANIC DIVERSITY WORKING GROUP

MEETING MINUTES

April 23, 1998

“Ladies and Gentlemen, we’re out of money, we’re going to have to think.”

Welcome

Present were Roberto, Bennie, Santiago, Teresa, Leonard, Yvonne, Camille, Ubaldo, Alfonso, Josie, Veronique, Deborah, Myra, and Jolyn

Diversity Council

Pia spoke about the Diversity Council. Officers of the Diversity Council are Ruben Rangel, chair, Gloria Garcia, Pia, and Carla Cordova. They have already prioritized issues the DC wants to work on.

Diversity Training—Report by Alfonso

Camille and Alfonso met w/MT two and a half weeks ago. Idea to educate HDWG members on Diversity Training and for other Diversity Working Groups so all could speak the same language. MT thought it was a good idea to provide training but questioned who would be there to heal the wounds that would be opened as a result of training. MT doesn’t think the Lab is ready for the training. She recommends getting a book or author and take time to read about the different types of Hispanics. So she said to hold off—it will be handled in Taos. DC should address it on Friday.

Review and Approval of Meeting Minutes from April 9

not available--tabled until 5/7 meeting

Review of HDWG Budget--Roberto Gonzales

Deborah Wersonic called Roberto and said, “We have a problem.”

An amount of \$12,500 was the original budget. After last year’s expenses were paid, \$1,586 is left. Coverage for a trip in the amount of \$2,326 will be transferred from HDWG to DC. HDWG will then have \$3,912 left to operate this year. The chair reviewed the budget by line item.

Roberto suggested a Task Group to be formed to go to BUS to get list of what is or is not legitimate on raising money and getting donations to help w/our budget situation. Roberto requested a meeting be set up with Tom Short to get this clarification

Brainstorming and Revaluation of All 1998-9 Victories

Roberto recommended we learn to plan, consider costs and report in a timely manner. Turn a sour situation to a winning situation for all. Don’t dwell on the negative.

An example was given: Sig Gutierrez' talk-- if bills come in after the 9/19, they won't be paid for in that fiscal year. They get paid out of the next fiscal year budget, according the Deborah. Monies not used are returned—last year \$7000 was returned.

Ubaldo suggested the HDWG do things throughout the year, not just during Hispanic Heritage Month. Roberto said he and Debbie and MT talked about that. For example, why is Cinco de Mayo ignored?

Yvonne asked whose responsibility is it to get items costed by the appropriate year? We need to guarantee the follow-through.

Roberto suggested certain members meet wit people in BUS and bring up Procurement as an example to recommend a change in policy. Task group is to be formed to follow through.

Other suggestions given included: Require signature authority for spending items; HDWG develop accountability from other organizations we work with; Form a task group to make recommendations for action; Recommend to Marion to work the budget from October to September, not January to December; Schedule events throughout the year; Expand HDWG's circle of influence to gain allies in other organizations; and Partner w/outside organizations, especially since the Foundation did not get approved. LANL/DVO can also work with and/or partner with outside organizations to pay for speakers.

Camille gave the example of the Awards Banquet that had been proposed to promote and acknowledge outstanding minorities (High School Students in the Valley, etc.). DOE has offered to sponsor it with flyers, posters, etc.

Another suggestion was that James needs to be in greater control of the money. James should be informed on what is being spent since he is the elected treasurer. On the 7th or 9th of each month a financial report is done by the DVO financial analyst, and that report could go to James.

Motion to form a Task Force to work with BUS & LC for the do's and don'ts (Marion will also gain information). Robert 1st, Ubaldo 2nd. Motion Carries.

Task Force Committee Members who volunteered: Alfonso Jaramillo, Leonard Romero, Ubaldo Gallegos, James Rodriguez, Yvonne Gonzales, and Veronique Longmire (DV).

HDWG members, please send questions they want the task force to ask BUS/Legal Council. Questions should be sent through e-mail by next week before the meeting. The meeting will be held Friday, 4:00-5:00 in Tom Short's Office.

Roberto reminded the members to remember the challenge the he gave to the HDWG: Everyone in this room represents the biggest majority of people in the Laboratory. We can influence change. Not by being very vocal, but by our contacts we can help to influence this

change. Get out of our current mold. Expand our circles, use our connections to accomplish our goals and get our word out.

Round Table New Topics and Issues

A. Officer Names on Bulletin

Robert spoke with Steve Sandoval regarding the names of HDWG officers. Steve is working on getting all the officers names on the bulletin. Veronique will find out from DVO why there is a double standard.

B. Hispanic Heritage Month

Camille- Marketing Committee Members should attend Monday's Meeting, to report functions to appear in New Mexico Magazine.

Motion to partner with NMT to get Sec. Pena here in September-October. 1st Camille, 2nd Myra. Motion carries.

C. Cinco de Mayo

Yvonne suggested that we partner with NMT for a Frito pie sale at a Cinco de Mayo celebration. Estimated costs about \$200.00. This could be held as a fund-raiser. Yvonne will partner with Dwight Herrera @ TA-55 on getting approval for the Frito pie sale. Suggestions were to promote the event by flyers, bulletin, and word of mouth.

Adjournment

Motion to adjourn meeting. 1st Josie, 2nd Yvonne. Motion carried.